

U. S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
OKLAHOMA CITY AREA INDIAN HEALTH SERVICE
DIVISION OF HUMAN RESOURCES



RECRUITMENT ANNOUNCEMENT: OC 04-06* **OPENING DATE:** 04-15-04
* This cancels Announcement OC 03-06 **CLOSING DATE:** OPEN
CONTINUOUSLY

POSITION: Medical Officer, GS-602-11/12/13/14/15
(All specializations, but primarily those under the Description of Assignment)

STARTING SALARY: May be adjusted on Present/Former Federal Employees
GS-11: \$55,904 per annum; GS-12: \$67,003 per annum; GS-13: \$79,681 per annum;
GS-14: \$91,681 per annum; GS-15: \$99,099 per annum

Physicians may be eligible for the following compensation in addition to base salary, if they meet the IHS mission specific criteria:
Physician Comparability Allowance (PCA) Physician Special Pay (PSP) Title 38
Recruitment and Relocation Bonuses and Retention Allowance IHS Loan Repayment Program
(For further information on the above see **Employment Advantages** stated in this vacancy announcement.)

PROMOTION POTENTIAL: None Beyond GS-15 **RELOCATION EXPENSES:** May be Authorized in Accordance
SUPERVISORY/MANAGERIAL: No With Federal Regulations
AREA OF CONSIDERATION: Open to U.S. Citizens

DUTY LOCATION: Positions will be filled at the following locations as vacancies occur:

HOSPITALS: Claremore, Clinton, Lawton, and Tahlequah in Oklahoma

HEALTH CENTERS: (Outpatient Facilities): Anadarko, Carnegie, El Reno, Pawhuska, Pawnee, Watonga, and Wewoka in Oklahoma;
also White Cloud and Lawrence, Kansas

OTHER LOCATIONS: Possible other locations throughout Oklahoma and Kansas

DESCRIPTION OF ASSIGNMENT: Provides direct medical services including diagnostic, preventive, and therapeutic services within their specialized areas to both inpatients and outpatients at the hospitals and/or ambulatory health centers to neo-natal, pediatric, geriatric, adolescent and adult patients. Serves on appropriate hospital/ambulatory/Service Unit committees as directed. Supervises ancillary hospital or field personnel when actually providing direct patient care. Depending upon the field of the applicant, incumbent may serve as a:

General Medical Officer providing comprehensive out-patient and in-patient examination and treatment within medical capabilities.

Medical Officer (Obstetrics and Gynecology) directly responsible for treatment and care of obstetrical and gynecological patients.

Medical Officer (General Surgery) performing full-range of general surgery and examining and evaluating all patients admitted to the hospital for surgery.

Medical Officer (Pediatrics) providing medical services to children.

Medical Officer (Internal Medicine) examining, diagnosing and treating patients with a wide-range of health problems in various stages of acuity.

Medical Officer (Psychiatric-Adult/Child) examining, diagnosing and treating adults and children with psychiatric disorders.

Medical Officer (Radiology) performing full-range of contracts media diagnosis with evaluations and interpretations.

Medical Officer (Family Practice) providing comprehensive medical care to outpatients and in-patients of all ages with a variety of health problems (emergent, urgent, chronic).

Medical Officer (Anesthesiology) administering local and general anesthetics in the management of patients rendered unconscious or insensible to pain and stress during surgical, obstetric, and certain other medical procedures.

INDIAN PREFERENCE: In the filling of this position by appointment, promotion, transfer, reassignment, reinstatement, or any other personnel action, we are required by law to give absolute preference in selection to qualified Indian preference candidates. Eligibility will be determined from current Indian Health Service Policy.

EQUAL EMPLOYMENT: Except for Indian Preference, consideration will be made without regard to any non-merit factor such as race, color, religion, sex, sexual orientation, national origin, politics, disabilities, marital status, age, or membership or non-membership in any employee organization.

This Position is in a Smoke-Free Environment

ADDITIONAL SELECTIONS OF CANDIDATES MAY BE POSSIBLE WITHIN 90 DAYS FROM DATE CERTIFICATE OF ELIGIBLES IS ISSUED FROM THE VACANCY ANNOUNCEMENT, FOR FILLING ADDITIONAL SIMILAR VACANCIES

REASONABLE ACCOMMODATIONS: Reasonable accommodations will be made for qualified applicants or employees with disabilities, except when so doing would impose an undue hardship on the Indian Health Service.

SELECTIVE SERVICE CERTIFICATION: If you are a male born after December 31, 1959, and you want to be employed by the Federal Government, you must (subject to certain exemptions) be registered with the Selective Service System.

MULTIPLE GRADE ANNOUNCEMENT: Announcement at the multiple grade interval is intended as a mechanism of providing consideration for the greatest number of potential candidates. This position may be filled at any level, dependent upon the applicant's demonstrated ability, experience, and other qualifying criteria. If the position is filled at less than the upper level, there is NO commitment for future promotions, based solely on selection resulting from this announcement. Conversely, if the employee demonstrates the ability to perform at a higher level, is recommended by the supervisor, and otherwise meets the qualifications, he/she may be promoted without further competition under the Area Merit Promotion Program, however for temporary positions, conversion without competition may not be possible unless the selectee was within reach at the higher grade on the initial certificate of eligibles. Also, no further competition is required if it becomes necessary through the reclassification process to upgrade the position.

WHO MAY APPLY:

OPEN TO U.S. CITIZENS: Applications will be accepted from all U.S. Citizens and will be evaluated under competitive OPM Delegated Examining Authority.

MERIT PROMOTION PLAN (MPP) CANDIDATES - Applications will be accepted from status eligibles (e.g. reinstatement eligibles and current permanent employees in the competitive Federal service), from current IHS employees who are eligible for Indian Preference, and from individuals who are eligible for excepted appointment in IHS under some other authority (e.g. handicapped authority, etc.). Those MPP candidates eligible for Indian Preference, who so desire, may also apply under ESEP provisions by indicating on their application "Consideration under both MPP and ESEP".

EXCEPTED SERVICE EXAMINING PLAN (ESEP) CANDIDATES - Applications will be accepted from individuals entitled to Indian Preference who wish consideration for excepted appointment in IHS, under the authority of 5 C.F.R., Part 213, Schedule A 213,3116(B)(8).

VETERANS PREFERENCE - Preference eligibles or veterans who have been separated from the armed forces under honorable conditions after 3 years or more continuous active service may apply.

PHS COMMISSIONED CORPS CANDIDATES: See instructions at the end of this announcement.

INFORMATION ON CAREER TRANSITION ASSISTANCE PLANS:

INFORMATION FOR DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) SURPLUS OR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY UNDER THE DHHS CAREER TRANSITION ASSISTANCE PLAN (CTAP).

If you are currently a DHHS/IHS employee who has received a Reduction in Force (RIF) separation notice, a Certification of Expected Separation (CES), or notice of proposed separation for declining a directed reassignment or transfer of function outside of the local commuting area, you may be entitled to Special Selection Priority under CTAP. To receive this Special Selection Priority you must:

1. Be a current DHHS/IHS career or career-conditional (tenure group I or II) employee in the competitive or excepted service who has received a RIF separation notice, a Certification of Expected Separation (CES), or notice of proposed separation for declining a directed reassignment or transfer of function outside of the local commuting area, and the date of the RIF separation or date of the separation for declining a directed reassignment or transfer of function has not passed, and you are still on the rolls of DHHS/IHS. **YOU MUST SUBMIT A COPY OF THE RIF SEPARATION NOTICE, CES, OR NOTICE OF PROPOSED SEPARATION FOR DECLINING A DIRECTED REASSIGNMENT OR TRANSFER OF FUNCTION OUTSIDE THE LOCAL COMMUTING AREA, ALONG WITH YOUR APPLICATION.**
2. Be applying for a DHHS/IHS position that is at or below the grade level of the position from which you are being separated. (Note: If applying for DHHS position outside IHS, employee may need competitive status) The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed by DHHS in the same commuting area of the position for which you are requesting Special Selection Priority. For IHS employees occupying positions at grade GS-9 and above (or wage grade equivalent), Special Selection Priority is extended nationwide when applying for IHS positions at grade 9 and above.
5. File your application by the vacancy announcement closing date, or within seven workdays after receiving notification of
6. Meet the qualifications for the position, any documented selective factor, physical requirements and be rated *"well-qualified."

INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY UNDER OPM'S INTERAGENCY CAREER TRANSITION ASSISTANCE PLAN (ICTAP). Displaced employee means a current or former career or career-conditional competitive service employee, in tenure group I or II, who has received a specific RIF separation notice or meets one of the following conditions cited under 1. A.

If you are a displaced Federal employee you may be entitled to receive Special Selection Priority under the ICTAP. Eligibility expires one year after separation. To receive this Special Selection Priority, you must:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your Special Selection Priority status with your application package. The following categories of candidates are considered displaced employees.
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 1. Received a specific RIF separation notice; or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 3. Retired with a disability and whose disability annuity has been or is being terminated; or
 4. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF"; or
 5. Retired under the discontinued service retirement option; or
 6. Were separated, or to be separated, because they declined a transfer of function or directed reassignment to another commuting area.

OR

- B. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337(h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting Special Selection Priority.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated *"well-qualified" for the position including documented selective factors, quality ranking factors, physical requirements with reasonable accommodations and is able to satisfactorily perform the duties of the position upon entry.

*Well-qualified employees are eligible employees who satisfy all education, experience, and knowledge, skills, and abilities (KSA) factor(s) for this vacant position. Well qualified employees are those who meet the above average range of a four-level crediting plan for all KSA factor(s).

CONDITIONS OF EMPLOYMENT:

1. Positions may be Permanent or temporary with Tour of Duty either full-time, part-time, term or intermittent. Temporary positions are subject to termination at any time. Positions filled by commissioned corps will be Full Time Permanent positions.
2. **IMMUNIZATION REQUIREMENT-** In accordance with the IHS Employee Immunization policy, selectee will be required to be immunized against measles and rubella by providing documentation/proof of immunity to measles and rubella prior to entrance on duty. Exceptions are persons born before 1957 who are not required to take the measles vaccine or provide proof of immunity. Special consideration may be allowed to individuals who are allergic to a component of vaccine or have a history of severe reaction to a vaccine or who are currently pregnant. This applies to candidates for positions in any Service Unit or any Area Office position, which requires regular work at a Service Unit.
3. Before hiring, the IHS will ask you to complete an "**OF-306 Declaration for Federal Employment**" (**OF-306**) Revised January 2001 to determine your suitability for Federal employment, to authorize a background investigation and to certify the accuracy of all the information in your application. If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed. This form must be submitted within 10 workdays of your tentative job offer. You may submit the completed OF 306 with your application.
4. In accordance with the Child Care Services Act, applicants must complete the attached addendum and submit it to the Human Resources Office with their application.
5. Subject to rotating shifts, call-back, holiday and week-end work. Overtime may be required during peak periods of work.
6. **Medical Privileges:** This position requires that the selected individual obtain and maintain medical staff clinical privileges. If privileges are not obtained or maintained during employment, the employee may be subject to an adverse action, up to and including removal from Federal service.
7. Candidates must possess and maintain a current, valid, active, unrestricted license in any State. (See **SELECTIVE FACTOR** under "Qualifications Required" section of this announcement).

FACILITIES: The four Oklahoma City Area Hospitals located in Clinton, Claremore, Lawton, and Tahlequah, range from 14-60 beds. With the exception of the 14-bed Clinton Indian Hospital, full services are available at all the hospitals including general medicine and surgery, obstetrics and gynecology, pediatrics, and outpatient service. Health Centers located throughout the Area provide ambulatory care service. Public Health Nursing programs are located within each of the hospitals and health centers.

APPLICATION PROCEDURES

SUBMIT APPLICATION TO THE FOLLOWING ADDRESS: Oklahoma City Area Indian Health Service, Division of Human Resources, Five Corporate Plaza, 3625 NW 56th Street, Oklahoma City, OK 73112. All applications become the property of the Human Resources and will not be returned. Therefore all original documents and the completed application forms should be duplicated before being submitted. **TELEFAXED AND ELECTRONICALLY FILED APPLICATIONS WILL BE ACCEPTED.** We do not fax vacancy announcements. For additional information on application forms contact Jackie Oberly at 405-951-3730. For program information contact the duty location or Melissa Westfall, Physician Recruiter at 405-951-6040 or 800-722-3357. Forms may also be available at nearest IHS facility. Vacancy announcements may also be downloaded from the OPM Website – USAJOBS at <http://www.usajobs.opm.gov> or IHS Website at <http://www.ihs.gov>. The IHS Website has current vacancy locations listed.

FAXED APPLICATIONS: Faxed applications should be sent to 405-951-3953. Applicants are responsible for ensuring that application materials transmit successfully. Vacancy Announcement Number must appear on front page.

EMAIL APPLICATIONS: Applications should be sent as email attachments to: physician@na.ihs.gov The Vacancy Announcement Number must be included in the subject line of the email. Required forms may be sent as email attachments, may be faxed, or sent as hard copy. Application materials provided by different means must be cross-referenced so they may be combined at the Human Resources Office. Applicants are responsible for ensuring that application materials are formatted in a manner that will transmit successfully.

APPLICATION FORMS LISTED BELOW MUST BE SUBMITTED AND INDIVIDUALLY IDENTIFIED BY THIS ANNOUNCEMENT: OC 04-06

1. **The Federal Government does not require a standard application form for most jobs, but certain information is needed to evaluate your qualifications and determine if you meet legal requirements for Federal employment.** Applicants must submit one of the following: (1) OF-612 (Optional Application for Federal Employment), (2) SF-171 (Application for Federal Employment), (3) Resume, or (4) any other written application format. **For (3) and (4) see "ADDITIONAL INFORMATION REQUIRED FOR RESUMES" and the section below.** On the SF-171, items 37-47 should not be completed. Position Descriptions will not be accepted.
2. **Verification of Indian Preference:** Applicants who wish to receive Indian Preference, must submit a copy of a properly completed and signed Bureau of Indian Affairs (BIA) certification form, 4432, "Verification of Indian Preference for Employment in BIA and IHS ONLY," that he/she is an Indian as defined by Part 7, Chapter 3, "Indian Preference," Indian Health Manual (03/14/2001). An equivalent form is acceptable only when issued by a Tribe authorized by P.L. 93-638 contract to perform the certification functions on behalf of the BIA. Current employees with acceptable proof (as identified above) on file in their Official Personnel Folder are still required to submit a copy of such proof with their applications. Current employees who were employed by IHS on February 16, 1978 and who received preference according to the rules and procedures in effect at the time preference was granted, and who have been continuously employed with IHS, must submit a copy of the proof they submitted at the time preference was granted. **All applicants must submit documentation satisfying one of the above requirements of the announcement before Indian Preference can be granted.**
3. **Copy of latest Personnel Action (SF-50),** if a current or former Federal Employee, **and** if requesting Reinstatement Eligibility, the SF-50 proof of Career or Career-Conditional Status must be submitted.
4. If claiming Veterans Preference, a copy of all DD-214 forms, one for each period of service, and, if claiming 10-point Veterans Preference, an SF-15 with all supporting documents.
5. **Required (attached) "Addendum to Declaration for Federal Employment (IHS) in Child Care and Indian Child Care Worker Positions" (civil service and commissioned corps applicants).** (Form available at nearest IHS Facility)
6. **A copy of your most recent performance appraisal** (required for current Federal employees).
7. **Required (attached) "Ranking Factors for Medical Officer (see attached),** related to the Quality Ranking Knowledge, Skills, and Abilities (KSA's) as outlined in Evaluation Methods.
8. **A copy of Medical School diploma and certificates indicating completion of Internship, Residency Training and Fellowships** is required to receive appropriate credit for education. **When allowed by Qualification Standards, copies of training certificates (non-college)** must be submitted for appropriate credit.
9. **Current Licensure:** A copy of a permanent, current, full, and unrestricted license to practice medicine in the United States is required. Applicants must submit verification of current, valid, active, unrestricted license in any State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States. (See **SELECTIVE FACTOR** under "Qualifications Required" section of this announcement).
10. Required Work Location Availability Statement Form (attached).

ADDITIONAL INFORMATION REQUIRED FOR RESUMES AND OTHER APPLICATION FORMATS:

Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the personnel office to make a determination that you have the required qualifications for the position. Applicants for positions in some occupational series must meet certification, licensure, or registration requirements, if required by law, in addition to meeting experience and/or educational

requirements. SPECIFICALLY, THE INFORMATION PROVIDED UNDER #6 (HIGH SCHOOL), #7 (COLLEGES AND UNIVERSITIES), #8 (WORK EXPERIENCE), AND #10 (JOB-RELATED TRAINING) WILL BE USED TO EVALUATE YOUR QUALIFICATIONS FOR THIS POSITION. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION.

1. Announcement Number, Title and Grade of the job for which you are applying.
2. Full Name, Mailing Address (with Zip Code) and Day and Evening Phone Numbers (with Area Codes).
3. Social Security Number.
4. Country of Citizenship.
5. Highest Federal civilian grade held (give Job Series and Dates held).
6. High School - Name, City, State (Zip Code if known), and date of Diploma or GED.
7. College and University Credit/Degrees - Name, City, State (Zip Code if known), Majors, Type and Year of any Degrees received (if no Degree show Total Semester or Quarter Hours earned).
8. Work Experience (paid and non-paid) - Job Title (include series and grade if Federal job), Duties and Accomplishments, Employer's Name and Address, Supervisor's Name and Phone Number, Starting and Ending Dates (month, day, and year), Hours Per Week, and Salary.
9. Indicate if we may contact your current Supervisor.
10. Job-related Training Courses, Skills, Honors, Awards, Special Accomplishments.

NOTE: PERSONS WHO SUBMIT INCOMPLETE APPLICATIONS WILL BE GIVEN CREDIT ONLY FOR THE INFORMATION THEY PROVIDE AND MAY NOT, THEREFORE, RECEIVE POSSIBLE CREDIT FOR THEIR INDIAN PREFERENCE, EDUCATION, TRAINING AND/OR EXPERIENCE. All application forms are subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for Federal employment.

QUALIFICATION REQUIREMENTS

Excepted Service Indian Preference applicants, both those who apply under the Excepted Service Examining Plan (ESEP) and those who are currently on permanent appointment in Indian Health Service, will be rated in accordance with the Indian Health Service Excepted Service Qualification Standards (if established). Normally, Competitive Service Indian Preference applicants will be rated in accordance with the Office of Personnel Management (OPM) Qualification Standards Handbook, however, these applicants who wish to be considered under the ESEP will be rated separately under the IHS Excepted Service Qualification Standards, or under both standards, if requested. All Non-Indian Preference applicants will be considered under OPM Qualification Standards. The two Qualification Standards are essentially the same, however, any Time-In-Grade requirements will not apply to ESEP applicants. Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements.

QUALIFICATIONS REQUIRED:

Basic Requirements:

EDUCATION: Degree: Doctor of Medicine or Doctor of Osteopathy from a school in the United States or Canada approved by recognized accrediting body in the year of the applicant's graduation. [A Doctor of Medicine or equivalent degree from a foreign medical school that provided education and medical knowledge substantially equivalent to accredited schools in the United States may be demonstrated by permanent certification by the Educational Commission for Foreign Medical Graduates (ECFMG) (or a fifth pathway certificate for Americans who completed premedical education in the United States and graduate education in a foreign country).]

Graduate Training: Subsequent to obtaining a Doctor of Medicine or Doctor of Osteopathy degree, a candidate must have had at least one year of supervised experience providing direct service in a clinical setting, i.e., a one-year internship or the first year of a residency program in an institution accredited for such training. Graduate training programs include only those internship, residency, and fellowship programs that are approved by accrediting bodies recognized within the United States or Canada. Listings of accredited programs are published yearly in the Directory of Residency Training Programs and the Yearbook and Directory of Osteopathic Physicians.

- An Internship program involves broadly based clinical practice in which physicians acquire experience in treating a variety of medical problems under supervision (e.g., internal medicine, surgery, general practice, obstetrics-gynecology, and pediatrics). Such programs are in hospitals or other institutions accredited for internship training by a recognized body of the American Osteopathic Association.
- A residency program involves training in a specialized field of medicine in an institution accredited for training in the specialty by a recognized body of the American Medical Association (AMA) or the American Osteopathic Association (AOA).
- A fellowship program involves advanced training (beyond residency training) in a given medical specialty in either a clinical or research setting in a hospital or other institution accredited in the United States for such training.

Licensure: Candidates must have a permanent, current, full and unrestricted license to practice medicine in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Applicants who meet the basic requirements qualify for GS-11 positions.

Additional Requirements for Grades GS-12 and Above: Candidates must have knowledge, skills, and abilities appropriate to the position(s) being filled. Experience and training must have been progressive and responsible, demonstrating good knowledge of current principles, practices, methods, and techniques in the field of medicine.

- Clinical and Training Programs - Medical Officers in clinical and training programs practice medicine in hospitals, clinics, or other medical facilities where there is direct service to patients.

General Practice Positions: General practice physicians in the Federal service typically treat common diseases, ailments, and injuries of persons reporting to sick call, conduct periodic physical examinations, and provide immunization against common diseases. In performing their work, general practitioners must be skilled in recognizing various medical pathologies that require referral to specialists for specialized diagnostic and treatment procedures. Graduate training and experience must, therefore, be well rounded.

GS-12: Two (2) years of graduate training or equivalent experience and training.

GS-13: Three (3) years of graduate training or equivalent experience and training.

GS-14: In addition to the requirements for GS-13, 1 year of appropriate experience equivalent to at least the next lower grade level.

Specialist Positions: Other medical officers in clinical and training programs are generally concerned with individual specialties such as anesthesiology, dermatology, emergency medicine, family practice, immunology and allergy, internal medicine, neurology, nuclear medicine, obstetrics-gynecology, ophthalmology, otolaryngology, pathology, pediatrics, physical medicine and rehabilitation, preventive medicine, psychiatry, radiology, surgery, and urology.

Graduate training and experience must be related to the specialty and subspecialty of the position to be filled. Experience may not be substituted for training essential for performing specialized duties. The length and content of residency programs depends upon the specialization and requirements of recognized accrediting American medical specialty boards. These boards are authorized to conduct examinations to determine the competence of physicians in the specialty, to issue certificates of qualifications, to participate in evaluating the quality of residency program, and to determine the requirements for certification.

GS-13: 3 years of residency training in the specialty of the position to be filled or equivalent experience and training.

GS-14: 4 years of residency training in the specialty of the position to be filled or equivalent experience and training.

GS-15: 5 years of residency training in the specialty of the position to be filled or equivalent experience and training.

SELECTIVE FACTOR: In addition to the qualification requirements for the OPM and IHS Excepted Service Qualifications described above, to be rated basically qualified for this position, candidates must submit verification of current, valid, active, unrestricted license in any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

TIME-IN-GRADE REQUIREMENTS: MPP candidates must have completed at least one year of service at GS-9 for GS-11, one year at GS-11 for GS-12, one year at GS-12 for GS-13, one year at GS-13 for GS-14, and one year at GS-14 for GS-15. **Time-in-grade provisions do not apply under ESEP.**

EVALUATION METHODS: When required by Personnel Regulations, an evaluation will also be made to the extent to which experience, education, training, self-development, outside activities, and/or awards demonstrate that basically qualified applicants possess the Ranking Knowledge, Skills, and Abilities (KSA's) as described in the **attached** "Ranking Factors for Medical Officer." This will determine the Highly Qualified applicants among the Basically Qualified eligibles. Measurement of possession of the KSA's will be accomplished through review of the Application forms, performance appraisals (MPP candidates only), the "Ranking Factors for Medical Officer" related to the KSA's, employment interviews and reference check results.

- *Please complete attached required form "Ranking factors for Medical Officers".

EMPLOYMENT ADVANTAGES

1. Opportunities for professional growth and development while being part of a health team providing health service for the American Indian.
2. Opportunity to gain insight into the social-economic and emotional problems confronting the American Indian and a chance to help serve their needs.
3. Periodic salary increases and promotional opportunities.
4. Eligibility for Federal Life and Health Insurance Policies.
5. Annual and sick leave. Annual leave begins at the rate of 13 working days per year for the first 3 years, then 20 days per year after 3

- years, then 26 days after 15 years. Sick leave is at the rate of 13 working days per year.
6. Ten paid Federal holidays.
 7. Retirement plan, retirement contribution refundable if you leave Government service before eligible to retire. Also, Social Security coverage is required.
 8. Thrift Savings Plan (TSP) is optional and similar to 401K plan. Highly recommended as a supplement to the retirement system.
 9. On-going in-service education and training opportunities.
 10. Malpractice coverage provided by the Federal government through the Federal Torts Claim Act.
 11. Physician Comparability Allowance (PCA): This additional compensation may be possible for those physicians meeting IHS mission specific criteria regarding Specialty, locale, duties, board certification and years of service. For those eligible, service agreements are established from one to four years in length. Retired members of the Uniformed Services and those applicants with a federal payback obligation are not eligible for PCA.
 12. Physician Special Pay (PSP): In lieu of PCA, some Oklahoma Area locations offer Physician Special Pay in accordance with IHS Title 38 regulations. Physicians may be eligible for this additional Special Pay based on experience and training.
 13. Recruitment and Relocation Bonuses and Retention Allowances (3 R's): Civil Service employees are eligible for lump-sum recruitment or relocation bonuses or bi-weekly allotments of retention allowances of up to 25% of base pay. Exceptional recruiting difficulty may result in payment of a recruitment or relocation bonus. Retention allowances are available when essential to retain an employee in a specific position.
 14. IHS LOAN REPAYMENT PROGRAM (LRP): Funding is available for qualified physicians not serving a PHS obligation to participate in the Indian Health Service Loan Repayment Program (LRP). Participants in the LRP will be paid up to \$20,000 per year and up to \$4,000 for federal taxes; toward qualified government and commercial education loan for each year of service (minimum two-year contract) at eligible Indian health facilities as determined by the agency. The professional staffing needs of the IHS will be prioritized. Priorities will be established in each discipline. Applicants must be health professionals who are:
 1. U.S. citizen
 2. Matched to an eligible Indian health facility;
 3. Free to begin service in a full-time clinical practice for at least two continuous years in an eligible Indian health facility.
 4. Have a valid, unrestricted license to practice in one of the 50 states.

For further information about the IHS LRP contact:

IHS Loan Repayment Program
12300 Twinbrook Parkway, Suite 100
Rockville, MD 20852
301/443-3396

APPLICATION INSTRUCTIONS FOR PHS COMMISSIONED CORPS CANDIDATES

Selection for this position will be in accordance with the Indian Preference policies of the Indian Health Service and the Oklahoma Area. Applications from Commissioned Corps Officers who wish to receive Indian preference, will be evaluated by the Oklahoma City Area Indian Health Service, Human Resources Office using the same criteria as that stated in this announcement section for EXCEPTED SERVICE EXAMINING PLAN (ESEP) civil service applicants. For information on application procedures for the USPHS Commissioned Corps, please contact **Laura Goddard at 405/951-3742**.

APPLICANTS MUST SUBMIT THE FOLLOWING:

1. Curriculum Vitae: which states Announcement Number, Title and Grade of the job for which you are applying; Full Name, Mailing Address, Day and Evening Phone Numbers; Social Security Number; Current billet number and title (Active Duty officers only); Work Experience (paid and nonpaid) listing Positions held, Duties and Accomplishments, Employer's Name and Address, Supervisor's Name and Phone Number, Starting and Ending Dates (month, day, and year), Hours Per Week and Salary; and Job related Training Courses, Skills, Honors, Awards, Special Accomplishments.
2. Current Licensure Requirements: Applicants must submit verification of current, valid, active, unrestricted license in any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.
3. Required "Addendum to Declaration for Federal Employment (IHS) Child Care & Indian Child Care Worker Positions" (civil service and commissioned corps applicants). (Attached)
4. A copy of Medical School diploma and certificates indicating completion of Internship, Residency, Training, and Fellowships is required to receive appropriate credit for education. When allowed by Qualification Standards, copies of training certificates (non-college) must be submitted for appropriate credit.
5. Verification of Indian Preference: Applicants who wish to receive Indian Preference, must submit a copy of a properly completed and signed Bureau of Indian Affairs (BIA) certification form, 4432, "Verification of Indian Preference for Employment in BIA and IHS ONLY," that he/she is an Indian as defined by Part 7, Chapter 3, "Indian Preference," Indian Health Manual (03/14/2001). An equivalent form is acceptable only when issued by a Tribe authorized by P.L. 93-638 contract to perform the certification functions on behalf of the BIA. Current employees with acceptable proof (as identified above) on file in their Official Personnel Folder are still required to submit a copy of such proof with their applications. Current employees who were employed by IHS on February 16, 1978 and who received preference according to the rules and procedures in effect at the time preference was granted, and who have been continuously employed with IHS, must submit a copy of the proof they submitted at the time preference was granted. **All applicants must submit documentation satisfying one of the above requirements by closing date of the announcement.**

6. Required Work Location Availability Statement Form. (Attached)

NOTE: PERSONS WHO SUBMIT INCOMPLETE APPLICATIONS WILL BE GIVEN CREDIT ONLY FOR THE INFORMATION THEY PROVIDE AND MAY NOT, THEREFORE, RECEIVE POSSIBLE CREDIT FOR THEIR INDIAN PREFERENCE, EDUCATION, TRAINING AND/OR EXPERIENCE. All application forms are subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for Federal employment.

SELECTION FOR THIS POSITION WILL BE IN ACCORDANCE WITH THE INDIAN PREFERENCE POLICIES OF THE INDIAN HEALTH SERVICE AND THE OKLAHOMA AREA. CANDIDATES, IF CLAIMING INDIAN PREFERENCE, MUST FURNISH THE APPROPRIATE DOCUMENTATION AS EXPLAINED UNDER "APPLICATION PROCEDURES" OR WILL BE CONSIDERED AS A NON-INDIAN CANDIDATE ONLY.

RECRUITMENT CASE FILE CONTACT:

JLO/03-25-04/04-01-04o:\stf\Open Continuous\04-06.Medical Officer

Jackie Oberly
Human Resources Specialist

(COMPLETE AND SUBMIT THIS FORM WITH YOUR APPLICATION)

Basic Professional Training (Name and Location of School): _____.

1. Ability to diagnosis and treat patients with a wide variety of medical problems.
2. Ability to meet and deal with people from various socio-economic backgrounds to explain appropriate medical care.
3. Ability to provide medical care to American Indians and beneficiaries through existing IHS standards of medical care.
4. Ability to supervise and direct various allied health professionals to provide optimum medical care through accepted standards of care, e.g., JCAHO, Medicare, AMA.

INTERNSHIP:

Internship: Name the Type of Internship and the Specialty	Name & Location of Hospital (City & State)	Name of Chief of Service or Program Director	Dates Attended (Month/Year)		Date Certificate Received
			From	To	

RESIDENCY TRAINING AND FELLOWSHIP:

Name the Specialty	Name & Location of Hospital (City & State)	Name of Chief of Service or Program Director	Dates Attended (Month/Year)		Date Certificate Received
			From	To	

OTHER GRADUATE EDUCATION:

Major Field of Study or Program/Courses	Name & Location of Institute (City & State)	Certificate, Diploma, or Degree Received & Date (Month/Year)	Dates Attended (Month/Year)	
			From	To

A. Are you eligible for certification by an American Specialty Board? ☐ Yes ☐ NoB. Are you Board certified? ☐ Yes ☐ No

C. If your answer to A or B is "Yes", furnish: 1. Name of Specialty Board _____

2. Specialty _____ 3. Date of certification or eligibility _____.

D. Is your license to practice medicine and surgery limited or restricted (e.g., use of drugs, use of surgery, etc.) in any way?

☐ Yes ☐ NoE. Is your license temporary? ☐ Yes ☐ NoF. Has your license to practice medicine and surgery ever been suspended or revoked? ☐ Yes ☐ NoG. Has your application for admission to a State or Territorial licensing examination for the practice of medicine and surgery ever been refused? ☐ Yes ☐ No**ATTENTION -- THIS STATEMENT MUST BE SIGNED**

I CERTIFY that all of the statements made in this Statement are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.	SIGNATURE (sign in ink)	DATE SIGNED
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Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

=====

Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____
(Please print)

Job Title in Announcement: _____ **Announcement Number:** _____

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:

- 1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____
[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]
- 2) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes against persons; or offenses committed against children?
YES _____ NO _____
[If YES, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature (sign in ink) **Date**

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3)), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852.
Please do not send completed data collection instruments to this address.

**WORK LOCATION
AVAILABILITY STATEMENT FORM**

NAME: _____ **DATE:** _____

ANNOUNCEMENT NUMBER: OC 04-06

PLEASE INDICATE WHAT SPECIALTY (IES) YOU ARE APPLYING FOR?

General Practice _____ **Family Practice** _____ **Internal Medicine** _____ **Pediatrics** _____

General Surgery _____ **Anesthesiology** _____ **Obstetrics and Gynecology** _____

Psychiatric-Adult Child _____ **Other** _____

PLEASE INDICATE WHEN YOU WILL BE AVAILABLE FOR EMPLOYMENT: _____

CHECK ONLY THE LOCATION(S) WHERE YOU WILL ACCEPT EMPLOYMENT:

HOSPITALS: IHS – OKLAHOMA AREA

CLAREMORE, OK _____

CLINTON, OK _____

TAHLEQUAH, OK _____

LAWTON, OK _____

HEALTH CENTERS: (OUTPATIENT FACILITIES)

ANADARKO, OK _____

EL RENO, OK _____

WEWOKA, OK _____

PAWNEE, OK _____

LAWRENCE, KS _____

CARNEGIE, OK _____

WATONGA, OK _____

PAWHUSKA, OK _____

WHITE CLOUD, KS _____

ARE YOU WILLING TO WORK: (RESPOND YES OR NO TO EACH OF THE FOLLOWING)

	YES	NO
40 hours per week (full time)?	_____	_____
25-32 hours per week (part time)?	_____	_____
17-24 hours per week (part time)?	_____	_____
16 or fewer hours per week (part time)?	_____	_____
An intermittent job (on-call/seasonal)?	_____	_____
Weekends, shifts, or rotating shifts?	_____	_____

**Please note in the Recruitment announcement under “CONDITIONS OF EMPLOYMENT” item #5.
“Subject to rotating shifts, call-back, holiday and weekend work. Overtime may be required during peak periods of work.”**

ARE YOU WILLING TO TAKE A TEMPORARY JOB LASTING:

	YES	NO
5-12 months (sometimes longer)	_____	_____
1-4 months	_____	_____
Less than 1-month	_____	_____